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D/DCI/RM

Approved For Release 2006/01/03 : CIA-RDP80M00772A000300010006-1
The Director of Central Intelligence
Washington, D.C. 20505

Intelligence Community Staff

Chen

DCI/IC 78-3885

27 June 1978

MEMORANDUM FOR: Director of Central Intelligence

FROM:

[Redacted]

Deputy to the DCI for Resource Management

SUBJECT:

Areas of Interest, Intelligence Community
Staff (ICS) Program

1. The attached is an outline of major areas you may wish to explore at the IC Staff Program hearing scheduled for Wednesday, 28 June from 1600-1700 hours.

2. We have also attached the individual program submissions from CT Staff and RM Staff should you wish to look them over. They are organized as follows: and overall ranking, followed by decision unit descriptions, together with minimum, current, and enhanced levels for each decision unit.

[Redacted]

Attachments
As stated

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SUBJECT: Areas of Interest, Intelligence Community
Staff (ICS) Program

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DCI/IC/OPBD, [REDACTED]
Distribution:

Orig. - Addressee, DCI, w/atts.

- 1 - DDCI w/o atts.
- 1 - ER "
- 1 - IC Registry"
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- ① - D/DCI/RM "
- 1 - D/DCI/CT "
- 1 - D/OPBD "
- 1 - A-D/OPP "
- 1 - A-D/OPEI "
- 1 - D/OCIS "
- 1 - OPBD subj "
- 1 - OPBD chrono"

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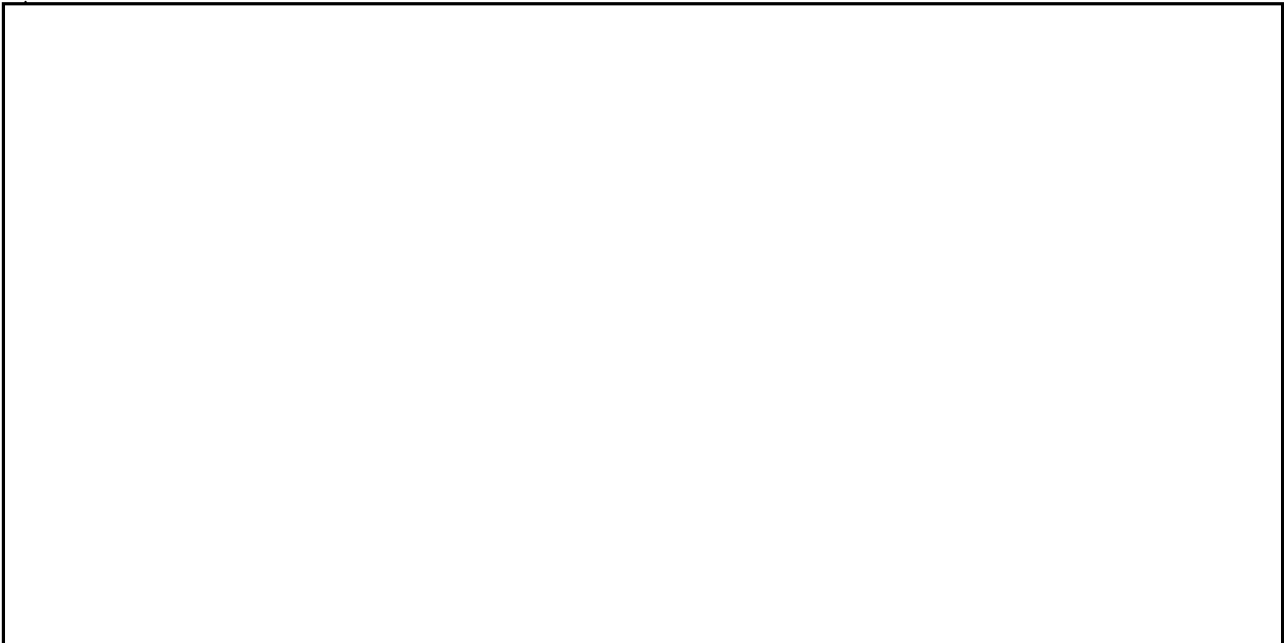
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TALKING POINTS FOR THE DIRECTOR OF CENTRAL INTELLIGENCE
IC STAFF PROGRAM HEARING - 28 JUNE 1978

BACKGROUND:



MAJOR AREAS OF CONCERN:

FOLLOWING A BRIEF DESCRIPTION FROM [REDACTED] AS TO
THEIR MAJOR PRIORITY AREAS, WE SUGGEST YOU EXPLORE WITH THEM AT THE
PROGRAM REVIEW THE FOLLOWING AREAS:

- o THE EXTENT TO WHICH EXTERNAL CONTRACT MONEY SHOULD BE EMPLOYED,
CONSIDERING THE RATHER SUBSTANTIAL INCREASE IN IN-HOUSE IC
STAFF PERSONNEL AND RESOURCES OVER THE PAST COUPLE OF YEARS.
- o THE EXTREMELY HEAVY INVESTMENT IN ANALYSIS RESOURCES THROUGHOUT
THE STRUCTURE OF BOTH RMS AND CTS. VIRTUALLY EVERY MAJOR
ELEMENT CONTAINS AN ANALYSIS SHOP OF SOME SORT.

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- o THE EXTENT TO WHICH CTS HAS PROVIDED AN ADEQUATE SUPPORT STAFF FOR ITSELF. IN REVIEWING THE PROGRAMS IT APPEARS THAT THE SUPPORT STAFF RECOMMENDED MAY BE TOO THIN, PARTICULARLY IF CTS IS LOCATED IN SEVERAL PLACES AROUND TOWN.
- o THE FAIRLY HEAVY INVESTMENT IN "OVERHEAD" (MANAGERS AND CLERICAL PERSONNEL). THE "TIP TO TAIL" RATIO APPEARS TO BE DECLINING. THERE IS, AT THE SAME TIME, A CONCOMITANT INCREASE IN GRADE STRUCTURE. THIS IS ALMOST CERTAINLY TO BE A MATTER OF PRIMARY CONCERN DURING THE BUDGET SESSION. YOU MAY WANT TO FOCUS ON IT NOW IN ORDER TO BEGIN BUILDING A RECORD. THE OVERHEAD MAY WELL BE FULLY JUSTIFIED, GIVEN THE NATURE OF THE WORK BEING DONE.

PERSONNEL POLICIES:

THERE MAY BE A REQUIREMENT TO ADJUST THE TARGET LEVELS FOR CAREER CADRE. YOU RECALL THAT WE ARE COMMITTED TO A FORTY TO FIFTY PERCENT TARGET CAREER CADRE LEVEL FOR PROFESSIONAL ICS (OTHER THAN THOSE ASSIGNED TO COMMITTEES). IT MAY BE NECESSARY TO SEEK SOME RELIEF GIVEN THE REIMBURSABLE DETAIL CONCEPT WHICH [] HAS ADOPTED.

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SECONDLY, THERE MAY BE A NEED FOR EMPHASIS ON CAREER DEVELOPMENT WITH REGARD TO PERSONNEL ACCEPTING ICS ROTATIONAL ASSIGNMENTS. WE SEEM FAIRLY GOOD AT SELECTING AND HIRING, BUT NOT QUITE AS ADEPT AT RETURNING PEOPLE TO PARENT ORGANIZATIONS. THIS MAY REQUIRE SOME FORM OF OVERALL MANAGEMENT ATTENTION.

FINALLY, IF THE PERSONNEL LEVELS CONTAINED IN THE PROGRAM SUBMISSIONS ARE APPROVED, WE MAY BE FACED WITH SPACE CONSTRAINTS. THE []

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BUILDING IS MORE THAN ADEQUATE TO HOUSE THE RMS AND THE ANALYTIC
ELEMENT OF CTS. SPACE IN THE PENTAGON AND AT LANGLEY IS AT A
PREMIUM AND PEOPLE MAY INDEED BY SHOEHORNED INTO LESS THAN
ADEQUATE FACILITIES. WITH REGARD TO PENTAGON SPACE, MOVING AND
FACILITY COSTS COULD RUN AS HIGH AS THREE TO FOUR HUNDRED THOUSAND
DOLLARS IN THE FIRST YEAR, DEPENDING UPON THE AGREEMENTS REACHED
WITH DOD. THESE HAVE NOT BEEN PROGRAMMED.

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